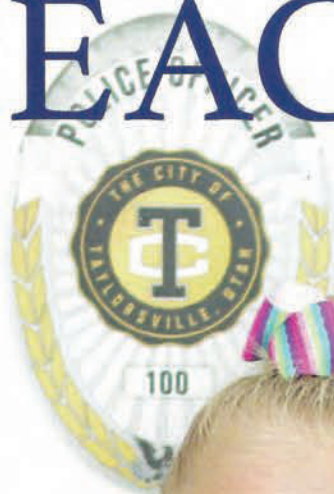


# T H E U T A H P E A C E O F F I C E R



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Police Department

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SERVICE IN UTAH

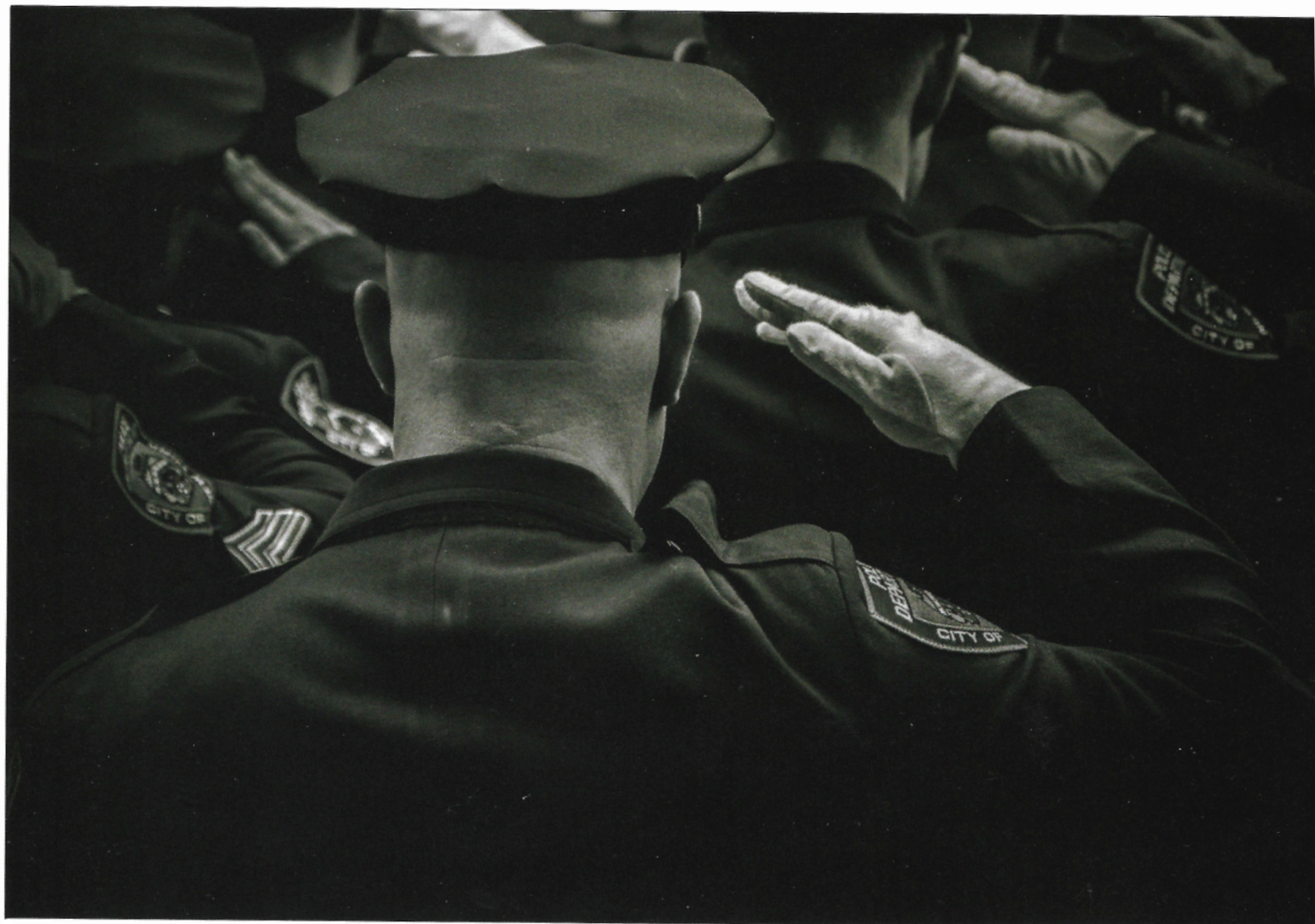
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There is only one official and authorized UPOA facebook page:  
[facebook.com/Utah Peace Officers Association](https://facebook.com/Utah%20Peace%20Officers%20Association).

**Cover:** Detective Braydon Hamatake poses with a colleague's daughter at the kick-off party photo booth.

Check our website for updated training information  
[www.upoa.org](http://www.upoa.org).

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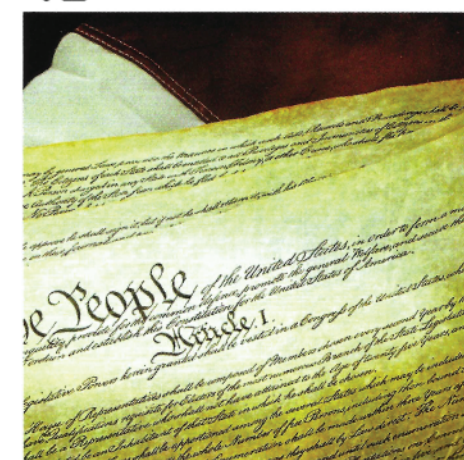
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Peace officers take an oath to uphold and defend the constitution. To magnify this oath, officers must be skilled at cooperation, compromise, and commitment.

# Vote Like Our Democracy Depends upon It—Because It Does

Utah Peace Officer Editorial

THE 2021 VOTING CYCLE WILL INTRODUCE A NEW SYSTEM IN SOME PARTS OF UTAH: RANKED-CHOICE VOTING.

The Utah Peace Officers Association (UPOA) encourages professional peace officers throughout the state of Utah to vote as if our democracy depends upon each vote—because it does.

As a professional association, the UPOA encourages all members, all supporters, all certified police officer professionals, and all citizens to vote in every election. The association encourages all qualified citizens to vote intelligently after careful evaluation of all candidates and all issues. Citizens should vote for the right person and not strictly for a particular political party.

It is the policy of the UPOA to not endorse individual candidates for political office.

This year, for many voters, there is something new: ranked-choice voting (RCV). At least two dozen municipalities in Utah have adopted RCV for this year's elections, including Salt Lake City, Sandy City, Cottonwood Heights, Draper, Heber City, Moab, and several other cities. There are pros and cons about RCV.

On the pro side, with RCV the winner is the candidate who does actually get a majority of the votes cast. RCV is expected to benefit more moderate candidates. RCV should be more

cost effective, and RCV is expected to reduce negative campaigning.

First, on the negative side, some say RCV is complicated (others say it is not complicated, it is just different). Second, RCV may encourage "horse-trading:" candidates may negotiate with other candidates to form alliances in their campaigns for second choice votes. Third, not everyone votes all their options—it is not yet clear how this may, or may not, impact the ranks expressed by the voting.

Ranked-choice voting allows voters to vote for a number of candidates: first choice, second choice, third choice, etcetera. If no candidate has a majority of the votes, the candidate with the fewest votes is eliminated. Voters who voted for this eliminated candidate now have their second-choice candidate get their vote. This process of elimination goes on until someone has a majority of the votes. Choose wisely (as always). For more information on ranked-choice voting, try this website: [www.utahrcv.com](http://www.utahrcv.com).

The UPOA encourages all qualified citizens to vote intelligently. Let's see how ranked-choice voting actually works. It is intended to improve and strengthen our democratic process. ■



# PRESIDENT'S MESSAGE

## TRAINING AND PRACTICE

AN OFFICER'S SKILLS AND ABILITIES ARE BEST CULTIVATED THROUGH CONSISTANT PRACTICE AND EFFECTIVE TRAINING.

By Sergeant Jennifer Nakai, American Fork Police Department, UPOA President

Jennifer Nakai, UPOA President



photo by Farris Gerard

**W**hen I was in sixth grade, I joined the band. It was an elective class held in the band room and the band teacher taught everyone how to play their instrument of choice. I was excited about the oboe and every day after school I practiced what I had learned in class. The novelty soon wore off, however, and practicing wasn't very high on my list of

priorities. Although I still went to class, practices after school got shorter and less frequent and, eventually, became non-existent.

By ninth grade, I was the worst oboist in the class. I soon quit playing altogether. On the other hand, my sister had diligently practiced the clarinet and was first chair in the symphonic band. She and another one of my sisters are also quite accomplished on the piano.

Looking back, I have a small twinge of regret for not putting more effort into practicing. With more time and effort on my part, maybe I could have been the next Henrik Chaim Goldschmidt—although I don't think the beard would have come in as nicely as his.

What's my point? Training and practice are important and they are applicable to our jobs as police officers. Some might say, "Isn't training and practice the same thing?" Training is the action of teaching a person a particular skill or type of behavior. Practice is to perform an activity or exercise a skill repeatedly or regularly to improve or maintain one's proficiency.



### Training

As officers, we received over 500 hours' worth of training in the police academy. To maintain our law enforcement officer certification, we are only required to complete 40 hours of training. With the ever-changing dynamics and environment in which we work, it is critical that the training we receive addresses issues that we deal with every day.

At the recent UPOA 2021 Annual Conference, I attended a couple of different classes that I found extremely relevant and timely. The first class I attended was Bruce Champagne's human performance class. Understanding how the human body and mind respond to life-threatening situations caused me to consider how I make my approaches on traffic stops, evaluate my physical distance to suspects, better understand reactionary gaps and, ultimately, reassess how I train.

As a taser instructor, an oleoresin capicum (OC) instructor, a field training officer coordinator, and as a sergeant on patrol, providing training to officers in my department

is important to me. Providing the right training is crucial.

It seems to me, however, it is just as important, if not more important, for officers to be proficient in defensive tactics, less than lethal weapons options, de-escalation, CIT, and the like. I am willing to bet that there is a higher likelihood that officers will need to utilize these options when engaging with suspects rather than using firearms.

If, for example, I don't teach appropriate tactics and drills at my department's yearly taser training (based on human performance), our officers may not be able to effectively respond to a threat in the field. They may mistake a gun for a taser. They may not be able to transition between lethal and less lethal options. They may get tangled up in wires or not be able to cuff a suspect under power. A lot could go wrong.



How we train matters. Personal trainer Jillian Michaels says, "People believe practice makes perfect, but it doesn't. If you're making a tremendous [number] of mistakes, all you're doing is deeply ingraining the same mistakes."

If we are training our people with tactics that don't work and requiring them to participate in drills that have no proper application, are we not setting our officers up for failure? Understanding human performance and applying it to training is critical. This class, as an instructor and trainer, was an eye-opener for me.

Integrating communications, assessment, and tactics presented by the Center for Domestic Preparedness/Federal Emergency Management Agency was another class I attended. This class, for lack of better terms, was a 12-hour crisis intervention team (CIT) class in how to handle subjects in a mental and/or situational crisis. I needed to complete four hours of training for my CIT recertification, so I figured I would attend the class. I know some of you are chuckling about going through the effort of recertifying. I guess I am surprised by how many who have not kept up their certification.

With as many people as we encounter daily who are experiencing mental health crises, why wouldn't we stay up to date with this kind of training? We stay up to date on our intoxilyzer certification and our radar/lidar certification. Why not our CIT certification? (OK. I'll step off my soap box now. Thank you for your time and attention.)

I must say I was pleasantly surprised with this training. The instructors were interesting and had years of experience at major police departments. They understood real-world

scenarios and shared experiences, both good and bad, during their time in law enforcement.

What I really enjoyed was watching all the videos they shared of various encounters with mental subjects in crisis. I really learned a lot from playing "Monday-morning quarterback" on the videos. We also engaged in some interesting hands-on scenarios. This was a great training, and I would recommend it to anyone and any department.

As a side note, I recently saw that Peace Officer Standards and Training (POST) was offering an autism spectrum disorder instructor school. I'd say that's relevant and timely training. How great is that?

## Practice

Our firearms program is awesome—it really is. Our instructors are great to work with and we have trainings on a regular basis. It's great that we are given opportunities to practice what we have learned.

I have never shot better than I do now with the current program and instructors we have. At one point, we were even given one box of ammo per month to go practice at the firearms range—when bullets weren't \$50 a box. Our instructors have a standing open invitation for anyone who wants to put in some time at the range.

I have thought a lot about the emphasis we place on the importance of being able to shoot and shoot well. It seems to me, however, it is just as important, if not more important, for officers to be proficient in defensive tactics, less than lethal weapons options, de-escalation, CIT, and the like. I am willing to bet that there is a



higher likelihood that officers will need to utilize these options when engaging with suspects rather than using firearms. If officers don't get

If we are training our people with tactics that don't work and requiring them to participate in drills that have no proper application, are we not setting our officers up for failure? Understanding human performance and applying it to training is critical.

to practice these other options, then they will likely default to the only option that they have consistently trained and practiced.

How often does your department have defensive tactics training/practice sessions with your officers, hold practice sessions for traffic stops, or offer scenario-based training to

review patrol tactics? Jocko Willink says, "The more you practice, the better you get, the more freedom you have to create."

Create what, you may ask? I would suggest that in our line of work it is all about creating *options*. There is nothing better in this job than having options when dealing with suspects. And in high stress situations, you will only be able to draw on the skills and abilities you have been able to integrate through effective training and consistent practice.

I am looking forward to the upcoming year as president of the Utah Peace Officers Association and the training opportunities that are coming to Utah law enforcement through the Utah Peace Officers Association. ■



Active Shooter Symposium, co-sponsored by Salt Lake City PD, the FEMA, and the UPOA conducted in Salt Lake City at the Salt Palace.



photo by Ferris Gerard

# A Powerful Partnership

IN CONJUNCTION WITH THE FEMA, THE UPOA STRIVES TO BE A LEADER IN PROVIDING TOP-NOTCH TRAINING TO OFFICERS IN UTAH.

By John Sindt, UPOA Judge Advocate

**T**he Utah Peace Officers Association (UPOA) completed its very successful UPOA 2021 Annual Conference in June of this year. The conference included training, education, K-9 trials, competitive shooting events, and an annual installation banquet at which new UPOA officers, including President Jennifer Nakai, were installed as members of the UPOA executive board. During this conference, a record 3,336 hours of certified training were received by some 243 certified officers, over four days, at four different locations.

The UPOA, in partnership with the Center for Domestic Preparedness (CDP), a division of the Federal Emergency Management Agency (FEMA), presented several hours of high-quality professional training and education to certified law enforcement officers from every corner of the state of Utah.

The UPOA, in partnership with the Salt Lake City Police Department, hosted the first of a newly designed CDP active shooter class at the Salt Palace Convention Center in downtown Salt Lake City. Included were law enforcement

officers, fire department personnel, ambulance drivers, emergency medical technicians, and dispatchers. The CDP/FEMA sponsorship, along with local corporate sponsors, made this and other presentations possible.

The UPOA hosted an integrating communications, assessment, and tactics class and a force field officer executive seminar.

Now, here is better news: the UPOA and the CDP have begun the production of new and improved training for our officers here in Utah. We continue to work with the CDP in Anniston, Alabama, to develop and present these new and improved classes to assist in the protection of the people served in Utah. The CDP has now given the UPOA the opportunity to send as many as 50 certified officers to attend five days of training at the national training facility for first responders in Anniston.

The UPOA is also preparing a series of classes to be presented to Utah officers in various parts of the state. With the continued assistance from the FEMA and the CDP, the UPOA will develop special classes designed and selected by executive leaders in all of Utah's counties and tribal reservations to be presented in appropriate sectors of the state.

The UPOA is also working hand in hand with the FEMA, Utah law enforcement agencies, and fire agencies to improve coordinated efforts to continue fighting wildfires all over the state.

The UPOA is committed to providing law enforcement agencies and fire protection agencies with the best and most current training and resources available in the United States. With ongoing assistance from the FEMA, the UPOA will assist Utah in being a shining example to the rest of the nation.

Active Shooter Symposium, co-sponsored by Salt Lake City PD, the FEMA, and the UPOA



Photo by Ferris Gerard



UPOA/CDP ICAT training, UPOA 2021 Annual Conference, Miller Conference Center, Sandy, Utah



photo by Farris Gerard



photo by Farris Gerard

The UPOA thanks the wonderful people of this state that continue to support law enforcement and continue to understand that law enforcement officers, fire fighters, and all first responders are deeply committed to providing the best professional emergency services in the protection of citizens.

As the UPOA is getting ready to celebrate its 100<sup>th</sup> anniversary (the UPOA was organized 100 years ago in 1922), the UPOA pledges to continue to do everything possible to help protect the good people who live, work, study, and recreate here in Utah. ■



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## THE UNITED STATES MARSHALS SERVICE IN UTAH

By Matthew D. Harris, PhD, CFE, United States Marshal, District of Utah

THE USMS WORKS CLOSELY WITH STATE AND LOCAL AGENCIES IN A VARIETY OF CAPACITIES.

**T**he United States Marshals Service (USMS) is the oldest and most storied federal law enforcement agency in our great nation and the agency with the broadest law enforcement authority. While a primary part of its mission is to protect the federal judiciary and the safe custody and transportation of federal prisoners, the USMS is most commonly known for its fugitive apprehension work.

In Utah, the office is directed by Presidentially-Appointed United States Marshal

Matthew D. Harris and Chief Deputy United States Marshal Brandon Holt, the highest-ranking career employee in the office. The main office is in Salt Lake City with a satellite office in St. George. Supervisory Deputy United States Marshal Nick Chournos leads the USMS operated Violent Fugitive Apprehension Strike Team (VFAST).

The primary focus of VFAST is to assist state and local agencies in the apprehension of fugitives who have a violent criminal history

or are wanted for violent criminal offenses. The USMS is the only federal law enforcement agency whose primary enforcement mission is to assist state and local agencies in apprehending state and local criminals. What makes the task force a success is the USMS philosophy that state and local law enforcement are equal partners and, in fact, the backbone of the task force. VFAST currently has 26 participant agencies statewide and averages 75 local police officers—task force officers that are specially deputized U.S. marshals—and likely has the largest number of participating agencies of any federal task force in Utah.

The way the process works is that state and local agencies provide VFAST with apprehension authority; that is, they ask VFAST to find, track, and locate the worst and

most violent offenders in their communities. Collectively, VFAST utilizes USMS operational and technical resources to make this happen. Examples of cases recently worked by VFAST include fugitives wanted for sexual abuse of children, bank robbery, homicide, and dealing dangerous drugs.

The work we do on the street is important, inherently dangerous, and characteristically high-risk, but we equally value our relationships with our county jails because safe prisoner handling and transportation really is our primary mission.



U.S. Marshal Matthew Harris



Last year, the USMS in Utah made arrests in more than half of Utah's 29 counties. Fugitives who had committed violent crimes in Utah were also arrested in 15 separate states by the USMS. For the last three years, between 20-25 percent of all arrests were made in Salt Lake City. Over 90 percent of all fugitives apprehended have a violent criminal history, and over 70 percent of all cases are fugitives who are wanted on state and local felony warrants.

Additionally, the USMS has a role in the implementation of the Adam Walsh Act. In 2006, Congress granted the authority to the USMS to assist state and local agencies with locating and apprehending sex offenders who fail to comply with local registration requirements. In September 2020, the USMS funded a statewide operation, working with 11 partner agencies across the state, to check on the registration status of nearly 1,000 of Utah's 8,000 registered



sex offenders, which is believed to be the largest operation of its kind in state history. The operation found a non-compliance rate of roughly 20 percent and led to the prosecution of an additional 40 persons who failed to register as sex offenders as required by law.

While its enforcement partnerships are often covered in the media, some of the strongest partnerships are with Utah's county jails. Annually, the USMS houses over 550 federal prisoners in county jails across the state. This association is important because no Federal Bureau of Prisons facilities in Utah exist, and housing must be done contractually with county facilities.



Regardless of whether their partnership is with a local detective or a corrections officer, the USMS puts a premium on these relationships. The work we do on the street is important, inherently dangerous, and characteristically

high-risk, but we equally value our relationships with our county jails because safe prisoner handling and transportation really is our primary mission. ■





# A Successful Drug Education Program

By Officer Jeff Potter, Cottonwood Heights Police Department

EDUCATING YOUNG PEOPLE ON THE DANGERS OF DRUGS STARTS WITH TEACHING THEM THE FACTS ABOUT HOW THESE SUBSTANCES AFFECT THEIR BODIES AND LIVES.

**W**hen I was asked to become a school resource officer three years ago, I must admit that I had my doubts, but decided to give it a go.

I quickly came to realize how much of an impact I could have on the community and the future. Working with kids has been very rewarding. I have never regretted making the move. It is the only law enforcement job I know of that is proactive.

When I was on patrol, I was reacting; I responded to calls for service and handled the situations. When these situations ended, I had to pick up the pieces. Now I am building relationships with kids, giving them tools to make the right decisions, and helping them build positive interactions with law enforcement. I try to show them that the police are not just a badge, but a face and a friend behind the uniform.

One of the most important areas I decided to address was drug education. As a police officer,



Officer Jeff Potter presenting at a local school.



Officer Jeff Potter

I know firsthand the harm caused by drug use and its effects on families and the community. I know that law enforcement officers, schools, and parents can't stop someone from making the decision to use drugs.

But what we can do is give them the facts about drugs and first-hand examples of drug use and its impact. We can also explain the health effects that drugs have on the body and mind. Armed with this information, when faced with the decision to use drugs, they can make an educated choice and not just rely on the misconceptions and lies their friends have told them.

## The reality is grim.

By the 8<sup>th</sup> grade, 28 percent of adolescents have consumed alcohol, 15 percent have smoked cigarettes, and 16.6 percent have used marijuana.<sup>1</sup>

Sixty percent of high school seniors don't view regular marijuana use as harmful. But THC (the active ingredient in the drug that causes addiction) is nearly five times stronger than it was 20 years ago.<sup>2</sup>

About 50 percent of high school seniors do not think it's damaging to try crack or cocaine once or twice, and 40 percent believe it's not damaging to use heroin once or twice.<sup>3</sup>

The United States represents 5 percent of the world's population, but 75 percent of prescription drug use. Sixty percent of teens who abuse prescription drugs get them from friends and relatives.<sup>4</sup>

When considering that there are millions of adolescents in the U.S., the numbers of those using drugs are staggering. Countless efforts have been made to combat the problem at the school level. But one thing has become real to me: telling kids not to do drugs doesn't work.

They tune it out. They are bored with adults telling them what to do. Only true education works, and true education involves understanding the individual. Authoritarian pronouncements have gotten us nothing but push back and an increase in drug use.

Preteens and teenagers need facts and accurate information. In an age of instant information, simply telling a kid "because I said so" no longer works. They are growing up much faster than previous generations, and they are being exposed to things like drugs at a much earlier age in television, social media, and on the Internet.

I have tried approaches that discuss bullying, peer pressure, and how to make correct decisions. The response from the students was far from enthusiastic. They have heard it all before and they have become deaf to it.

Last year, I was given some information on a drug education program from Drug-Free World by one of the Cottonwood Heights detectives. To begin researching this program, I visited Drug-Free World's website.

Drug-Free World is a nonprofit foundation whose mission is to empower youth and adults with information about drugs so they can make informed decisions and live drug free. The foundation, through a worldwide network of volunteers, has distributed over 50 million



drug prevention booklets and held tens of thousands of drug awareness events in some 180 countries—all free of charge. It provides the largest non-governmental drug education program in the world.<sup>5</sup>

My next step was to meet with the local representative from the foundation and carefully look over the Truth About Drugs curriculum provided by Drug-Free World. I received a high-quality educator's guide containing a series of lessons each covering subjects such as marijuana, cocaine, synthetic drugs, and alcohol, to name a few. There are even lessons about drug history, drug culture, and the biological effects of drugs. The lessons are informative and easy to use. They are written in such a way that the material can be easily understood by the students and teacher.

The kit contains a documentary featuring individuals who had used drugs and how it had affected their lives as well as a series of hard-hitting public service announcements on today's drugs of choice. Let's face it, kids today are visual and having videos only aids the learning process. The kit also has 200 booklets titled *The Truth About Drugs* to give out to the students.

All of Drug-Free World's materials are provided free of charge. The full curriculum is available online, remarkably easy to use, and professional.

In January 2019, I started to deliver the Truth About Drugs to about 400 students in the middle school I'm assigned to.

The results exceeded my expectations; unlike any education program I had presented before, this one was met with continued

enthusiasm. The kids are now learning how drugs affect their bodies and their lives and they are getting factual information rather than false data via movies, social media, or friends. They have been fully engaged since the beginning. This program has opened discussions about drugs that most kids were previously afraid to have, and brought up questions they were embarrassed to ask due to their level of knowledge or not wanting to look bad in front of their friends.

They are actually interested in my classes now. It is not unusual for a kid to ask me when I will be in their class next and tell me that they are looking forward to it. Before the kids didn't care if I had to cancel class or couldn't make it. Now when this happens, the students bug their teachers for a makeup day and are even getting regular assignments done ahead of time to create open class time, so I can come back.

Another unexpected value of Truth About Drugs is that it has opened the door for

Drug-Free World is a nonprofit foundation whose mission is to empower youth and adults with information about drugs so they can make informed decisions and live drug free.

discussion on other issues such as vaping. A recent study found that 3.6 million middle and high school students vaped in 2018, and the number of students who vaped last year was up 1.3 million from the year before.<sup>6</sup>

As with other drugs, the youth have received false information. They have been told that it is a safe alternative to smoking, and they don't

understand that nicotine still has health effects. It is a highly addictive substance that can interrupt brain development. And just as concerning are the health effects of the other chemicals found in the "juice" used in vaping devices.

Anyone who works with preteens and teenagers knows that the biggest challenge is to not only capture their attention, but to get them to be open to the counsel of adults.

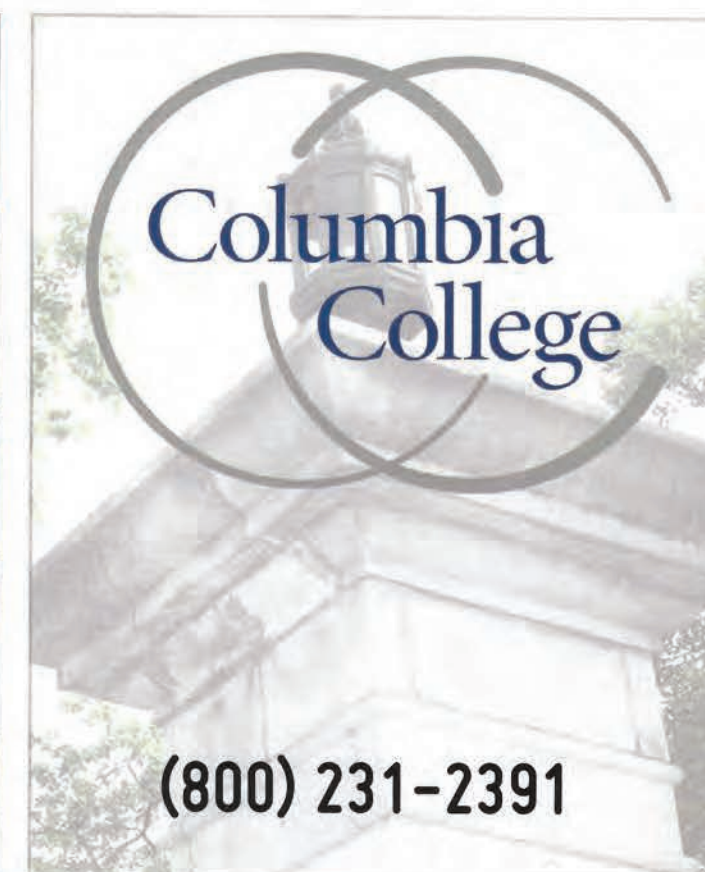
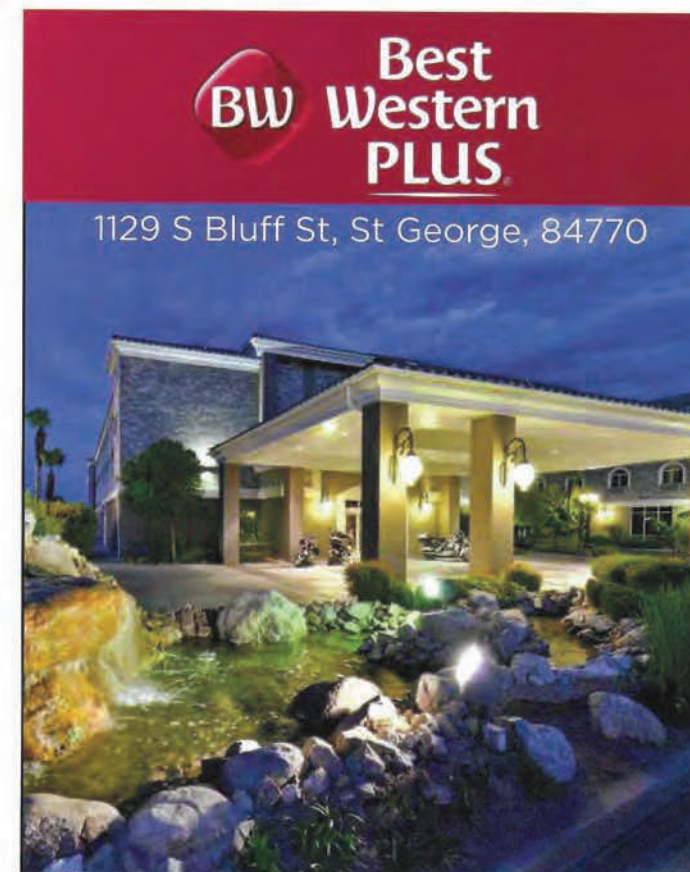
The Drug-Free World's Truth About Drugs program has done just that. It has helped me build a foundation of interest and trust with the kids in my school. They are listening, and I feel I am making a real difference.

What can be better than that?

*Jeff Potter is a 17-year law enforcement veteran. If you are interested in finding out more about Drug-Free World and the Truth About Drugs program, you can reach him at [jpott@ch.utah.gov](mailto:jpott@ch.utah.gov).*

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## UTAH'S TRANSIT POLICE: SERVING OUR COMMUNITIES

By George Angerbauer, UTA Public Relations Specialist

THE UTA POLICE DEPARTMENT STRIVES FOR CONTINUED IMPROVEMENT BY PARTNERING WITH THE CENTER FOR POLICING EQUITY.

**W**e are proud of the Utah Transit Authority Police Department's critical, and yet often unheralded, role in ensuring the safety and security of public transit in our service area. They regularly go beyond the call of duty. To name just a few examples, they help neighborhoods in need, including volunteering at the St. Vincent de Paul Dining Hall, and aid other municipal departments in disaster relief.

Additionally, the department stays on the cutting edge of community policing techniques and best practices, such as training in working with persons with autism. About two years ago, the department entered into a research agreement with the Center for Policing Equity to review their policies regarding use of force, complaints, and pedestrian and vehicle stops. Use of force is always a last resort, and the department's record shows it is minimal in comparison with all public contacts. The UTA Police Department is the only agency in the state to partner with this research center and one of very few transit agencies in the country to do so. The data and feedback from this partnership will yield greater awareness and continuing improvement in daily interactions with UTA riders and the surrounding community. ■

## A BOOK BRIEFING...

### Leadership is an Art

By Dr. Michael A. Galieti, Ivy Consulting, LLC

**Title:** *Leadership is an Art*

**Author:** Max De Pree

**Publisher:** Bantam Doubleday Dell Publishing Group, Inc.

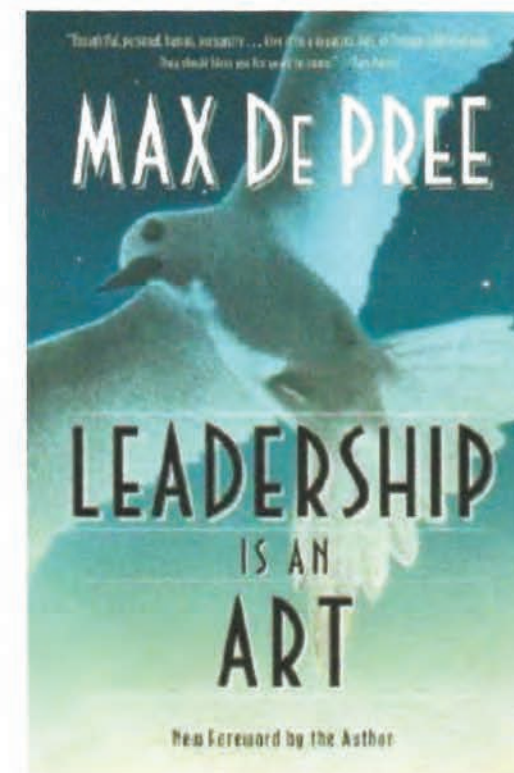
**Pages:** 148

A PUBLICATION PROVIDES INSIGHTS AND GUIDELINES FOR LEADERS IN EVERY FIELD.

**M**ax De Pree's *Leadership Is an Art* is definitely number one on the list of "must reads" for every leader.

The book is an easy, fun read. It is artfully written, it is short and to the point(s), and it is meaningful and applicable in content.

No spoiler here, but De Pree offers the first and last responsibilities of a leader. Commenting on these he adds, "That sums up the progress of an artful leader." The book is not passé (that is old hat, dated, or out of style). *Leadership Is an Art* is a truly timeless classic. If you read it yesterday, read it again today . . . and tomorrow. ■



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# Taylorsville City Launches New Police Department

By Kim Horiuchi, Communications Director, City of Taylorsville





MEETING THE NEEDS OF THE COMMUNITY AND PROVIDING THE VERY BEST IN OFFICERS AND STAFF WAS AT THE HEART OF FORMING A NEW POLICE DEPARTMENT.

Following a formal swearing-in ceremony and a fun kick-off party with family members, the new Taylorsville City Police Department (TVPD) officially launched on July 1, 2021.

Work to form the new department has spanned the past year, after city leaders decided in July of 2020 to bring police services in-house. Shortly after that decision, former Assistant Fire Chief Jay Ziolkowski was appointed to lead the project management team to ensure an effective transition.



(L to R): Deputy Chiefs Todd Gray and Brett Miller and Chief Brady Cottam lead the new Taylorsville City Police Department.



Ziolkowski also organized a community outreach group—which conducted a SWOC analysis examining the strengths, weaknesses, opportunities, and challenges of forming the department—and helped formulate TVPD's key values of transparency, connection, collaboration, respect, and innovation.

The new department is led by Chief Brady Cottam and Deputy Chiefs Todd Gray and Brett Miller.

In all, the city received 289 applications for the 70 jobs in the new department. More than 125 interviews were conducted, and 72 background checks were completed. Seventeen members of the department were hired from the Unified Police Department, 18 from West Valley, 11 from Salt Lake City, six from West Jordan,

four from Sandy, three from Murray, two from South Salt Lake City, two from the University of Utah, one from the Utah Highway Patrol, one from South Jordan, one from Vernal, one from Clearfield, one from Herriman, one from Taylorsville, and one from outside the field.



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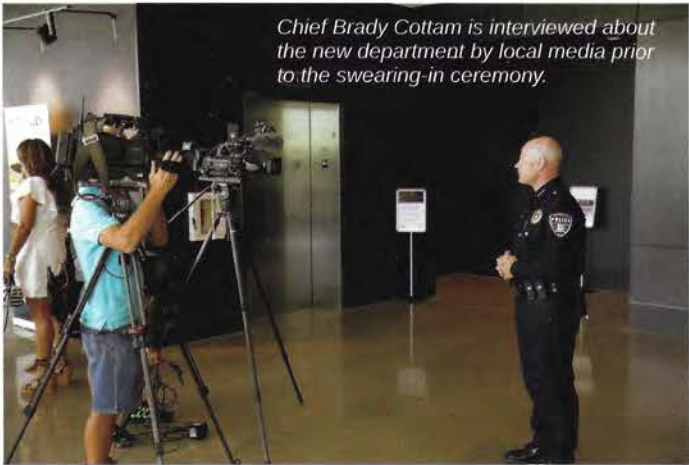
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“The new department truly includes the best of the best,” says Mayor Kristie Overson. “There’s a great cohesiveness and energy. It’s exciting to see it all come to fruition.”

Leading up to its start date, a formal swearing-in ceremony was held at the



Chief Brady Cottam is interviewed about the new department by local media prior to the swearing-in ceremony.

Mid-Valley Performing Arts Center where all 70 members of the department, including officers and civilian staff, gathered on the stage in front of an audience of family members and friends. They were sworn in following remarks by Mayor Overson, Chief Cottam, and Project Management Team Leader Ziolkowski. This was the first city event held at the new Mid-Valley Performing Arts Center, which opened on June 1, 2021.

The evening before the midnight launch, a laid-back kick-off party was held on the west lawn of the Taylorsville City Hall, where family members again celebrated with those making up the new department. The celebration included music by local rock band De Novo; a photo booth; trinkets for the children; food from

(L to R): Councilmember Anna Barbieri, Mayor Kristie Overson, and Councilmember Meredith Harker give TVPD a thumbs up at the kick-off party photo booth.



Taylorsville City Police Department



food trucks; and other tasty treats including cotton candy, popcorn, and snow cones.

“We can’t believe this day is here,” Mayor Overson says. “It has taken many months of work by many, many people, and that good work shows. I know our community will be well served.”

The process to form the new department included two community outreach meetings, held this past February and September, to gather input from residents about the qualities they want for the new department.

During February’s meeting, the mission, goals, and vision detailed in the

TVPD’s strategic plan were outlined. The strategic plan was formed from the SWOC analysis conducted during September’s meeting. The strategic plan, as well as the department’s policy manual, can be found on the city’s website: [www.taylorsvilleut.gov/services/tvpd](http://www.taylorsvilleut.gov/services/tvpd).

“Our officers and staff support have integrated well with respect to bringing their talents and previous experiences together to ensure a positive culture within the department and quality services to the community,” Chief Cottam says. “These efforts are encapsulated in our core values, which are transparency, connection,

collaboration, respect, and innovation.

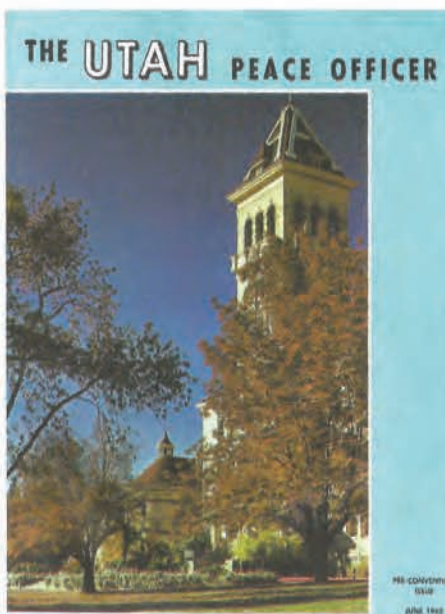
“I am confident in our personnel,” he adds. “We have hired good, proactive people who are great problem-solvers—the epitome of our role within the community. They are doing good things in life, which I believe translates to doing good in their profession.” ■

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# American Fork: Utah Valley's City of Progress

THIS IS A REPRINT OF AN ARTICLE IN THE JUNE 1962 ISSUE OF THE UTAH PEACE OFFICER, NEARLY 60 YEARS AGO. IT FEATURES THE FIVE-MEMBER AMERICAN FORK POLICE DEPARTMENT IN 1962, AND AN UPDATE IS PROVIDED BY CHIEF DARREN FALSLEV ON PAGE 32 OF THIS EDITION. THIS UPDATE FEATURES THE 55-MEMBER AMERICAN FORK POLICE DEPARTMENT IN 2021. WE CELEBRATE THE GROWTH OF AMERICAN FORK CITY, THE PROGRESS OF THE AMERICAN FORK POLICE DEPARTMENT, AND THE INSTALLATION OF AMERICAN FORK POLICE DEPARTMENT SERGEANT JENNIFER NAKAI AS THE NEW PRESIDENT OF THE UPOA.

Ideally located in a choice section of Utah Valley, the community of American Fork offers exceptional opportunities in wholesome community living. This flourishing city, with a population of 8,500, is literally expanding in all four corners with modern homes springing up in areas formerly filled with orchards and pasture land. With the impressive Mt. Timpanogos located to the east; cool, inviting American Fork Canyon; and other recreational spots just a few minutes' drive away, life is at its best in this progressive city.

American Fork was founded in 1850 when the great church leader, Brigham Young, sent settlers to Utah Valley. A small group of about 10 settled along American Fork Creek, which had previously been named by American fur trappers who circulated in the area. From this small beginning, the community grew and developed with its economy dependent at first upon agriculture, poultry, and mining. Later, the building of Geneva

Steel Plant brought industrialization to the area, giving job opportunities to many individuals.

At the present time, community facilities include modern schools, fine churches, a well-equipped 54-bed hospital, a newly developed boat harbor, an up-to-date swimming pool, and a bowling alley. The Alpine Country Club, located just north of the city, is one of the newest recreational attractions with one of the best golf courses in the state. Eleven parks located strategically throughout the city provide space for an expanded summer recreation program as well as shaded picnic areas.

Keeping pace with a growing population, the local business center offers extended services of banking and insurance, sufficient retail outlets, and various professional services. Off-the-street parking facilities give more than ample parking space.

(L to R): American Fork police officers Milton Adams, Von A. Hampton, Richard D. Francom, Chief Boyd E. Adams, and Joseph E. Mecham



The city operates under a progressive mayor-council system, with Mayor Glen T. Anderson beginning his second term this year. The city officials meet bi-monthly to plan for present and future needs.

An up-to-date fire department, manned by 21 volunteers, gives the city one of the lowest fire insurance rates in the state. Chief Francis "Tats" Anderson heads the department which boasts two modern fire engines, one of which was purchased this year.

The city police department is capably directed by Police Chief Boyd E. Adams, who is beginning his fifth year as chief. Officers Milton Adams, Joseph Mecham, Von Hampton, and Richard Francom complete the well-trained force. The entire group has just completed a 16-hour course in sabotage which was given in Provo by the United States Army. The city policemen have also attended special training courses at the police academy at Camp Williams, as well as other schools that have been available. The department has two police cars equipped with two-way radios, giving them instant contact with the city hall as well as the State Highway Patrol. They maintain a portable radar unit which has been in operation since 1959 and is used mainly to curtail speeding in problem areas.

The city has a low accident rate, with under 100 accidents last year and no fatalities since August 1960. Since January 1<sup>st</sup> of this year, the city has averaged only seven accidents a month.

The traditional Steel Days Celebration, originally held in conjunction with Labor Day, was changed in 1961 to a three-day celebration in late July. This gala event, featuring a carnival, parades, art, and flower displays and many other activities is looked forward to eagerly each year by residents of the area.

All things combined make American Fork an inviting, resourceful, and productive community of which its citizens are justly proud.

Chief Adams received the outstanding officer award for Utah County for 1961 from Squaw Peak Chapter of the International Footprint Association, Provo, Utah. ■





# American Fork Police Department

By Chief Darren J. Falslev

THE POLICE DEPARTMENT IN AMERICAN FORK, UTAH, STRIVES FOR A HIGH LEVEL OF SERVICE, PROFESSIONALISM, AND EXCELLENCE.

The American Fork Police Department is located in northern Utah County and provides police services to the citizens of American Fork and Cedar Hills. American Fork has always been known as the “hub of northern Utah County” due to its location, businesses, and shopping centers which provide services to neighboring cities. The police department provides services to over 44,000 residents—a population base which doubles during the day due to those frequenting the various businesses and working within the city. The police department has 50 full-time sworn officers, two part-time neighborhood preservation officers, three reserve officers, 10 civilian employees, several VIPS personnel (volunteers), and a police chaplain. The civilian employees include two victim advocates, a crime analyst, an evidence technician, a Communities That Care crime prevention manager, and a records division.

The American Fork Police Department is a full services police department with many specialties that are not typically found in departments of a similar size. These specialties include a SWAT team, traffic and motors, a community policing division, four K-9 officers, school resource officers, officers assigned to the local drug task force, an SET team, bicycle patrols, and a mental health program

that works collaboratively with mental health professionals to proactively address those in the community struggling with mental illness. The police department is committed to ensuring that every officer is trained in a crisis intervention team, advanced roadside impaired driving enforcement, and the Drug Recognition Expert Program. The department's focus on impaired driving has increased impaired driving arrests by 124 percent.

The department focuses heavily on community policing principles and is committed to the principles of *The Outward Mindset* as outlined by the Arbing Institute. The guiding mission statement for the department is as follows: “build community, enforce with equity, serve with honor.” The American Fork Police Department is accredited through the Utah Chiefs of Police Association, and was the first agency in Utah County to achieve the distinction of accredited status. Several members of the command staff are also actively involved as accreditation assessors to help other agencies achieve accreditation.

The American Fork Police Department strives to stay at the forefront of the law enforcement profession. The department helped design the Youth Court Program that was eventually used as the model for the state law

American Fork Police Department



as passed by the Utah Legislature and signed by Governor Mike Leavitt. This program has led many community members to pursue careers as officers and attorneys. The officer who currently oversees the Youth Court Program was part of the Youth Court Program as a student when he was in high school.

The police department is committed to ensuring that every officer is trained in a crisis intervention team, advanced roadside impaired driving enforcement, and the Drug Recognition Expert Program. The department's focus on impaired driving has increased impaired driving arrests by 124 percent.

The department also established the first motors unit in Utah County. In addition, the department has worked closely with Utah Valley University to develop a series of domestic violence videos that have been made available

statewide to help educate victims of domestic violence and teen dating violence.

The department is currently led by Chief Darren Falslev, who was privileged to have been awarded the Chief of the Year award by the Utah Chiefs of Police Association in 2018. He also currently serves as the treasurer for the Utah Chiefs of Police Association. The department also has several officers that have received various awards from outside organizations such as the NAACP, the Veterans Association of America, the local school district, and news media outlets for their outstanding community service.

The American Fork Police Department is committed to providing a high level of service and professionalism to the citizens they serve and to representing all of the great officers in the state of Utah with professionalism and excellence. ■





# UPOA 2021 Annual Conference

By Michael A. Galieti, EdD, UPOA Executive Director

THANKS TO THE DEDICATION AND COUNTLESS HOURS OFFERED BY VOLUNTEERS, INSTRUCTORS, SPONSORS, AND THE BOARD OF DIRECTORS, THE UPOA 2021 ANNUAL CONFERENCE, HELD IN SANDY, UTAH, WAS AN EXCEPTIONAL EVENT.

**T**he UPOA 2021 Annual Conference was a remarkable success by all accounts; thank you for your involvement and for your participation.

We thank our UPOA Board of Directors, we thank our UPOA sponsors, we thank our volunteers, and we thank our instructors. As reported in this current issue by John Sindt in his article, "A Powerful Partnership," 243 certified law enforcement peace officers in Utah received 3,336 hours of POST (Peace Officer Standards and Training) certified continuing education credits. We understand this to be a record number of hours for a single event serving Utah law enforcement.

The conference included high-quality professional training and education (12 separate courses), an executive seminar, the UPOA K-9

trials, and the UPOA Annual Installation and Awards Banquet.

## UPOA Executive Board of Directors

At the UPOA Annual Installation and Awards Banquet, UPOA President Sergeant Jennifer Nakai, American Fork Police Department, was installed as the president of the UPOA for the 2021-22 fiscal year. Christopher Walden of the Utah Attorney General's Office is now the UPOA president-elect. Dean Adams of Adult Probation & Parole in Tooele is vice president. Past UPOA President Harry Shinton is now serving as the UPOA treasurer, Sergeant Nicholas Roberts of Salt Lake County's Unified Police Department is UPOA secretary, Sergeant Austin Lunt of American Fork Police Department is UPOA sergeant-at-arms, John Sindt is UPOA judge advocate, and Bruce Champagne is UPOA immediate past president. For a complete list

UPD Officer Jared Stepp, UPOA Handgun Competition Chair, and Sandy City Chief of Police Greg Severson, UPOA Multigun Competition Chair



Aaron Buchei and Luke Johnson with guests, UPOA Governor's Twenty



of the current UPOA Board of Directors, please see page 46 in this edition of *The Utah Peace Officer*.

## UPOA 2021 Annual Conference Corporate Sponsors

The UPOA corporate sponsors contributed, quite literally, to the success of this year's UPOA 2021 Annual Conference. Thank you, C.R. England, JourneyTEAM (business software consulting), Associated General Contractors of Utah, Dentons Durham Jones & Pinegar, PCRA Connect, Private OPS, Skaggs Public Safety Uniforms & Equipment, Top Dog Realty Utah, and the Armory. We especially thank Skaggs Public Safety Uniforms & Equipment for stepping up late in the planning process with a scholarship program to help assure that many officers could attend the UPOA 2021 Annual Conference. Again, we say thank you to these Utah businesses and their executive officers.

## UPOA Volunteers

The UPOA, as Utah's premier law enforcement professional association, is driven entirely by volunteer service. Members of the UPOA Board of Directors serve as volunteers. John Sindt and Kent Curtis invest more hours

in UPOA voluntary service than any of us can count. Anne Hunsinger serves as an assistant to the Board of Directors—if something needs done, she does it. Thank you, Anne!

We appreciate what Kim Beck of Top Dog Realty Utah does for the UPOA, for law enforcement generally, and for law enforcement K-9s in particular. Thank you, UPOA Chaplain Jordan Horst who also manages the UPOA website. Robert Barlow of Draper Police Department has served as the UPOA K-9 trials chair, Officer Jared Stepp of Salt Lake County's Unified Police Department has chaired and managed the UPOA Handgun Shooting Competition, Chief Greg Severson of the Sandy City Police Department has chaired and managed the UPOA Multigun Shooting Competition, and Del Schlosser has chaired the UPOA Fallen Peace Officer Trail Ride. There is more, of course; suffice to say, volunteer service is a vital principle to an association like the UPOA.

## UPOA Volunteer Instructors

All of the instructors at the UPOA 2021 Annual Conference are top-quality professionals. Most, but not all, volunteered



their services to the UPOA for this training and education event. Thank you, Bruce Champagne for your enlightened presentation on human factors—an absolute must for every modern

The conference included high-quality professional training and education (12 separate courses), an executive seminar, the UPOA K-9 trials, and the UPOA Annual Installation and Awards Banquet.

law enforcement professional. Blake Hamilton of Dentons Durham Jones & Pinegar presented both a timely course on qualified immunity and a thought-provoking discussion on Giglio (Giglio v. United States).

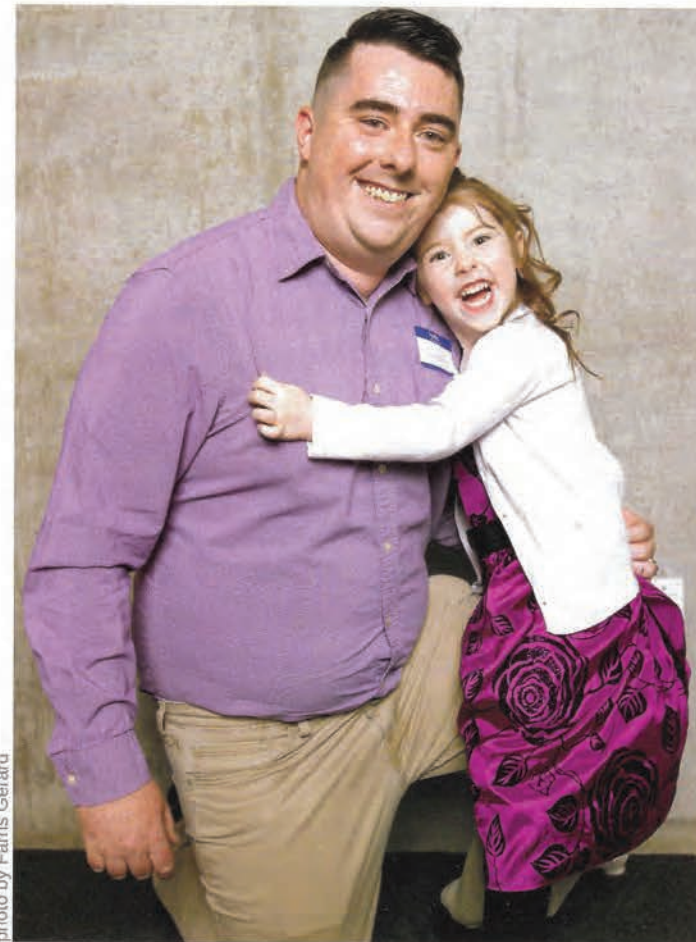


photo by Farris Gerard

Heather White of Snow Christensen & Martineau discussed the very timely topic of implicit bias and cultural sensitivity. Detective Ben Sullivan of West Jordan Police Department conducted his absolutely amazing class on social media as a contemporary investigative tool. Kim Mallas of PCRA Connect conducted the financial wellness class, instructing on how to navigate the ins and outs of the Utah Retirement Systems to the benefit of your retirement.

Retired Lieutenant Julie Stringer, West Jordan Police Department and Utah Critical Incident Stress Management Team, conducted a very meaningful discussion on officer wellness. Officer Bob Evans of Ogden Police Department followed-up on Lieutenant Stringer's

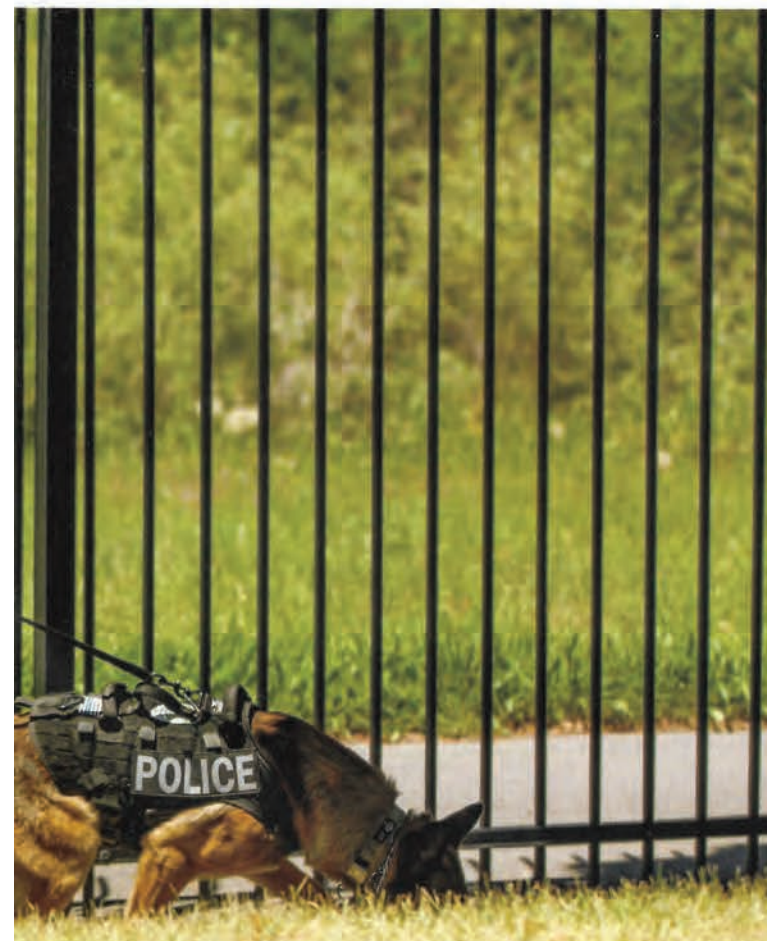


photo by Farris Gerard

presentation with a thoughtful, sensitive, and well-considered presentation of officer peer support. Dr. Michael Galieti, yours truly, conducted classes on procedural justice, de-escalation techniques, and systemic racism.

#### Active Shooter

Thank you, Lieutenant Alma Sweeny of the Salt Lake City Police Department. He coordinated and conducted the Federal Emergency Management Agency (FEMA) active shooter course at the Salt Palace Convention Center in Salt Lake City. He had plenty of qualified help from the FEMA and, if you were a part of this course, you know that the technology supplied by the FEMA was cutting-edge and very impressive. We plan to have the FEMA back for another offering just as soon as we can secure another venue and qualified coordinator.



#### K-9 Trials

Wow, Robert Barlow's conduct of the UPOA K-9 trials was very fine. Twenty-nine K-9 officers and their amazing dogs participated in this year's K-9 trials. This event was conducted principally at the Utah State Fairgrounds in Salt Lake City. A final day of events and trials—the more spectator friendly events—were conducted at the Juan Diego Catholic High School in Draper.

#### Governors Twenty

The UPOA Governor's Twenty Honorary Shooting Team has been a staple of the UPOA for more than 50 years. While the qualifying events were not conducted simultaneously with the UPOA 2021 conference events, Governor's Twenty qualified shooters were invited to the UPOA Installation and Awards Banquet to receive their awards. Each qualifier was presented with a framed UPOA certificate signed by Governor Spencer Cox. This year's qualifiers will be determined by the outcomes of the UPOA Handgun Shooting Competition (held last March at the Lee Kay Public Shooting Range in Salt Lake City) under the direction of Jared Stepp and the UPOA Multigun Shooting Competition under the direction of Greg Severson (to be held in September at the FARM Training Center in Fairfield, Utah; we understand the FARM Training Center is now Pew Pew Solutions). Enrollment for the UPOA Law Enforcement Multigun Championship on September 24, 2021, can be made at PractiScore.com.

#### Opening Ceremonies

The opening ceremonies at the UPOA 2021 Installation and Awards Banquet are memorable. Thank you, Dean Adams who was then the UPOA sergeant-at-arms and is now the UPOA vice president. Adams presented



UPD Officer Phil Vollmer, Greg Severson, Jared Stepp—all UPOA Governor's Twenty qualifiers



Photo by Joseph Galletti

a patriotic remembrance of Fort McHenry and Francis Scott Key's writing of "The Star-Spangled Banner." He directed an honor guard consisting of the Sandy Police Department Explorer Scouts, led our Pledge of Allegiance, and introduced an inspiring rendition of "The Star-Spangled Banner" by Sandy Police Officer Alicia Brown. Her a cappella performance was artful and flawless.

### Welcome to Sandy

Sandy Chief of Police Greg Severson welcomed banquet guests to the city of Sandy. Chief Severson had a busy evening. He presented the Governor's Twenty awards, welcomed guests, and introduced the master of ceremonies.

### Master of Ceremonies

KSL News Specialist Alex Cabrero served as the master of ceremonies for the UPOA 2021 Installation and Awards Banquet. Cabrero is a true professional, a sincere supporter of law

enforcement, and a glib presenter. He assured the program flowed smoothly, and he added a nice and appropriate touch of humor.

### UPOA Keynote Address

The keynote address at the UPOA 2021 Installation and Awards Banquet was given by Nate Mutter, Assistant Chief of Investigations, Utah Attorney General's Office. Another much appreciated volunteer service, Mutter's presentation was well prepared and uplifting. A brief report on his keynote address is included in this edition (p.41) of *The Utah Peace Officer*. Thank you, Chief Mutter!

### Awards

In addition to awards presented to the UPOA Governor's Twenty honorary shooting team, a UPOA Purple Heart award was presented to Uintah County Sheriff Steve Labrum. Also, four Utah Peace Officers Association President's Awards were presented. Past UPOA Auxiliary President Lori Vollmer received a President's

Award for her thoughtful and impressive work in creating a fallen officers memorial walk for public viewing in Herriman. A replica of her memorial presentation was on display during the UPOA Annual Installation and Awards Banquet.

Officer Robert Barlow was recognized for his truly outstanding management of the UPOA K-9 Trials. As well, both Officer Jared Stepp and Chief Greg Severson were recognized for superb service as match directors for the UPOA shooting competition events.

### Photography

Not one, but two remarkably competent photographers volunteered their services for the conference events. Many of their photographs are included in this edition of *The Utah Peace Officer*. Farris Gerard is a professional photographer who serves law

enforcement and other first responders with high-quality photography which makes us all proud. Joe Galletti, perhaps the consummate amateur photographer, also volunteered his services and talents. Thank you, gentlemen.

### Hosting

Thank you, Kim Beck of Top Dog Realty Utah. Beck, single handedly, organized hosting, door prizes, table decorations, seating, printed programs, menu selections, and so much more. In addition, Beck made adjustments as COVID-19 restrictions were modified throughout the planning and preparation processes. These are the details which can make or break a banquet event. Beck took care of more details than we will ever know!

### UPOA Mission

The UPOA mission is meaningful and unique in Utah law enforcement. There are



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many organizations in the service of law enforcement in Utah. Only one, the UPOA, is a professional association. While the UPOA does support and sustain the noble and relevant missions of other law enforcement organizations in Utah, the mission of the UPOA is to develop and promote the highest standards of professionalism for the law enforcement community in Utah.

### UPOA Centennial

The Utah Peace Officers Association was organized in 1922, nearly 100 years ago. We intend to appropriately celebrate this milestone event. With an eye toward the unique mission of the UPOA, the UPOA Centennial Celebration will focus on professionalism and the standards of professionalism which build public trust. The intent is to create training and education opportunities which can be carried to agencies and officers throughout the state of Utah.

John Sindt's work with the FEMA and the Center for Domestic Preparedness helps to make these training and education opportunities possible. As well, the UPOA partnership with the FEMA helps provide equipment and services needed to assure high levels of first responder services throughout the state. If your agency has a need, do contact Sindt at the UPOA to see what options may be available to assist in the meeting of that need. Grants are available.

The UPOA was organized to assist in the professionalization of law enforcement in Utah. That is what the UPOA has been about for 100 years. That is what the UPOA is about next year and beyond. Thank you for your involvement and participation—you make a positive difference. ■

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# The Key to a Keynote

IN THIS EDITORIAL PIECE, READ A SUMMARIZED ACCOUNT OF A KEYNOTE ADDRESS THAT WAS MEANINGFUL, RELEVANT, AND WELL RESEARCHED.

UPOA Editorial

Assistant Chief of Investigations  
Nate Mutter



photo by Farris Gerard

The keynote address presented at the UPOA 2021 Annual Installation and Awards Banquet was everything a keynote address should be, thanks to the author and presenter of that address,

Assistant Chief of Investigations Nate Mutter of the Utah Attorney General's Office.

The address, presented on the evening of June 2, 2021, was relevant to the audience, academically sound and well considered, and also included personal experience which made it meaningful and enjoyable. Chief Mutter is well-qualified and well-positioned to offer timely and useful advice to law enforcement professionals here in the great state of Utah. In addition to his position in the Utah Attorney General's Office, Chief Mutter is also the co-chair of the Utah Law Enforcement Legislative Committee.

Chief Mutter offered a few research findings which may give law enforcement professionals cause to pause and reflect. First, female officers and officers of Asian descent are generally perceived more favorably than male officers and officers of other descents. Second, officers are perceived as more approachable, respectful, and accountable when presented on a bicycle and/or on foot than when presented in a vehicle. Third, perceived minority police presence is negatively and significantly associated with respondents' perceptions of criminal injustice, suggesting that residents perceive a lower level of criminal injustice

when they describe their neighborhoods as having greater minority police presence. And fourth, older citizens report more positive attitudes toward the police than younger citizens.

As reported by Chief Mutter, several studies show that the police are more generally supported and well respected by the communities they serve. An important finding for every officer is that the perception of the police is highly correlated with contact with the police. Good, bad, or indifferent, most people form their opinions about the police based on their own personal experience with the police.

Chief Mutter offers three important "take home" themes. First, remember why you became a police officer in the first place: for many, if not most, to help people. Second, police officers, generally, are well respected and supported in the work they do. Third, police officers have the power to make a difference—how you conduct yourself in your duties makes a difference, so make it a positive difference.

It was fun hearing about Chief Mutter's personal experience growing up in the proverbial "hood" near Riverside, California. The sharing of these stories made this keynote enjoyable, credible, and relatable.

Thank you, Assistant Chief Mutter. Your keynote address was relevant, academically sound, and enjoyable. ■



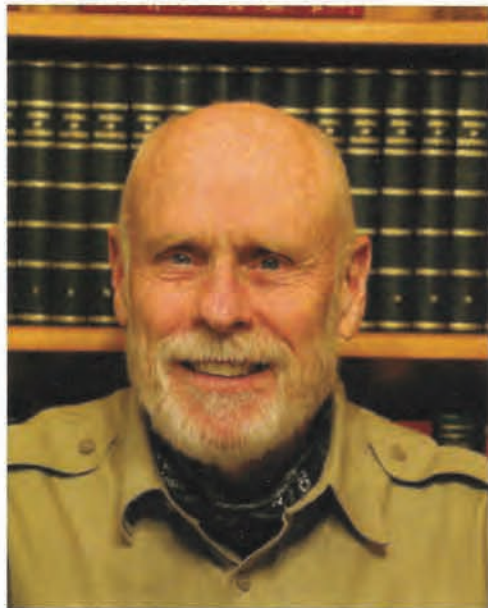


# The Three Cs of the U. S. Constitution: Upholding and Defending

By Dr. Michael A. Galletti, UPOA Executive Director

PEACE OFFICERS TAKE AN OATH TO UPHOLD AND DEFEND THE CONSTITUTION.  
TO MAGNIFY THIS OATH, OFFICERS MUST BE SKILLED AT COOPERATION, COMPROMISE,  
AND COMMITMENT.

Michael Galletti



**“W**e the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America.”

Police officers are among the few Americans who actually take an oath to uphold and defend the Constitution of these United States—and most of them do a pretty good job of doing just that. Presented here are concepts for consideration: the three Cs of the Constitution. Briefly, and to the point, these three Cs are cooperation, compromise, and

commitment. These three Cs were critical to the establishment of the Constitution, have been essential to the maintenance of the Constitution, and are now vital to the preservation of the Constitution.

Briefly, a little historical background is offered here. John Adams, our second president, was a Federalist—he, on one hand (probably the left?), believed the United States needed a strong central government to raise taxes for the building of roads for delivery of mail, to establish a navy and a coast guard, to defend the United States against foreign intrusion, and to pay Revolutionary War debt. Thomas Jefferson, our third president, on the other hand (probably the right?), was an Anti-Federalist—he was a strong proponent of states’ rights, he recognized the value of lower taxes, and he advocated for individual rights like we find in the Bill of Rights.

Interestingly enough, Adams and Jefferson were the best of great friends. They stayed in touch by letters for their whole life, long after each one was no longer president. Remarkably, they both died on the very same day: July 4, 1826, the 50<sup>th</sup> anniversary of the signing of the Declaration of Independence. Adams’ last words are reported to have been: “Jefferson lives.” He

did not know that Jefferson had died just a few hours earlier.

Perhaps different points of view will always be with “we the people.” Different views, more or less liberal or more or less conservative, are part and parcel of these United States. Perhaps, these diverse ways of thinking should always be with the United States as they create a measure of strength in the American political system. Adams and Jefferson, along with other founding fathers, knew all about cooperation, compromise, and commitment because they knew about different points of view.

## COOPERATION

In the writing of the United States Constitution, there was a very deep and sincere spirit of cooperation which, ultimately, led to the creation of a document which enshrines divinely inspired principles. Without this very substantial spirit of cooperation, even in the face of diverse political perspectives, there very well might be no United States of America today.

## COMPROMISE

Consider that in the writing of the United States Constitution there was a need and a willingness to compromise in order to establish





an organizational system of government which met diverse needs and which can rest on a foundation of sound, valued principles. Compromise is necessary because diversity is very much a natural phenomenon: nature loves diversity. Where there is diversity, a species flourishes; where the gene pool is too small, some real problems may develop.

Furthermore, that's why a wise person's investment portfolio is diverse—it may include a diverse collection of stocks, maybe some bonds, probably a little life insurance, some real estate, and perhaps some precious metals. This diversity makes a strong investment portfolio. A wise person also has a diverse exercise routine. If someone does only one exercise, that person may look like Popeye with ginormous forearms, but not much more.

The gold ring on one's finger is not pure gold. Pure gold is weak and soft. The gold on one's finger is an alloy of diverse metals; it is strong, hard, and does not break or bend. Diversity makes the "gold" ring strong and suitable for jewelry. Diversity makes the United States strong and agile.

COMMITMENT

Consider that the success of the United States Constitution required over the past 233 years, requires today, a significant level of commitment to the valued principles enshrined in the sacred document. This commitment is why the document has been amended 27 times. The nation is a work in progress, and the Constitution is a work in progress.

Abraham Lincoln is an example of the kind of commitment required to make this democracy work. His commitment was to the preserving of

the Union, the upholding of the Constitution, and the abolishing of slavery. He persisted in efforts which effectively did all three; it required an amendment to the Constitution as the means to end slavery and, at the same time, preserve the Constitution.

PRINCIPLES

Consider some of the enshrined principles of the Constitution. The Constitution of the United States of America establishes the people as the governmental source of power. Power is divided between the nation and the states.

Power is further separated between the executive, the judicial, and the legislative—even within the legislative, there is a separation of power between the Senate and the House. Individual rights are sacrosanct and protected by limits on governmental authority in the Bill of Rights. This nation is governed by law and not by individuals.

Which are the valued principles which govern decision making in your life? Peace officers in Utah take an oath to uphold and defend the Constitution of the United States. To do this well as a professional law enforcement officer requires a little thought, some cooperation, some compromise, and a substantial measure of commitment.

The United States Constitution was approved on September 17, 1787 (Constitution Day). It was ratified when New Hampshire became the ninth state to ratify it on June 21, 1788. The Constitution took effect on September 13, 1788.



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The Utah Peace Officers Association (UPOA) is the oldest and largest association for law enforcement personnel in Utah, and it is the premier association for law enforcement personnel in Utah. The UPOA is also the only professional association for all members of the law enforcement community in Utah.

### HALLMARKS OF A PROFESSIONAL

- A professional has mastered a body of knowledge specific to the work of his or her profession.
- A professional is proficient at a specific set of skills which are peculiar to his or her profession.
- A professional adheres to a code of ethics which is appropriate to his or her profession.
- A professional is committed to continuing education in order to maintain his or her knowledge, skills, and ethics.
- A professional participates with other professionals in a professional association, which is the steward of standards for that profession.

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